

# 2008 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Faculty

**Respondent:** Male Faculty

**Summary of Allegations:** Alleged different treatment in salary and other benefits

**Action Taken:** Could not substantiate allegations

---

**Complainant:** Female Other

**Respondent:** Male Supervisor

**Summary of Allegations:** Unwelcome personal attention of a sexual nature

**Action Taken:** Warning and education and other appropriate remedial action

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Unwanted physical behavior

**Action Taken:** Warning and education

---

**Complainant:** Female Graduate student

**Respondent:** Unknown

**Summary of Allegations:** Bullying based on gender

**Action Taken:** Advice

---

**Complainant:** Female Graduate student

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome verbal comments

**Action Taken:** Warning and education

---

**Complainant:** Male Lab Staff

**Respondent:** Male Graduate student

**Summary of Allegations:** Unwelcome verbal and written behavior

**Action Taken:** Education

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome conduct of a physical nature

**Action Taken:** Warning and education

---

**Complainant:** Female Faculty

**Respondent:** Male Undergraduate

**Summary of Allegations:** Unwelcome written notes

**Action Taken:** Education

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome conduct of a physical nature

**Action Taken:** Warning and education

---

**Complainant:** Female Undergraduate

**Respondent:** Male Faculty

**Summary of Allegations:** Unwelcome visual behavior

**Action Taken:** Advice

---

# 2008 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Undergraduate

**Respondent:** Male Staff

**Summary of Allegations:** Inappropriate email and voicemail

**Action Taken:** Discipline

---

**Complainant:** Female Healthcare Staff

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Unwelcome comments

**Action Taken:** Discipline

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome comments of a sexual nature

**Action Taken:** Education

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome picture of a sexual nature

**Action Taken:** Education

---

**Complainant:** Female Staff

**Respondent:** Male Faculty

**Summary of Allegations:** Alleged different treatment on the basis of gender

**Action Taken:** Complainant elected to take matter to an outside agency

---

**Complainant:** Female Staff

**Respondent:** Male Supervisor

**Summary of Allegations:** Unwelcome comment of a sexual nature

**Action Taken:** Education

---

**Complainant:** Male Graduate student

**Respondent:** Female Graduate student

**Summary of Allegations:** Unsubstantiated accusation of stalking and harassment

**Action Taken:** Education and intervention

---

**Complainant:** Female Staff

**Respondent:** Male Faculty

**Summary of Allegations:** Unwelcome gendered comment

**Action Taken:** Education

---

**Complainant:** Female Faculty

**Respondent:** Male Faculty

**Summary of Allegations:** Consensual relationship in violation of policy

**Action Taken:** Cure the conflict

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome sexual advances

**Action Taken:** Respondent resigned

---

# 2008 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome flirting

**Action Taken:** Education

---

**Complainant:** Female Supervisor

**Respondent:** Female Staff

**Summary of Allegations:** Unwelcome comments of a sexual nature

**Action Taken:** Education

---

**Complainant:** Female Graduate student

**Respondent:** Male Graduate student

**Summary of Allegations:** Harassing email and retaliation

**Action Taken:** Discipline

---

**Complainant:** Male Non-affiliate

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Unwelcome verbal behavior

**Action Taken:** Referral

---

**Complainant:** Other

**Respondent:** Female Other

**Summary of Allegations:** Unwelcome visual and verbal behavior

**Action Taken:** Education

---

**Complainant:** Female Staff

**Respondent:** Female Supervisor

**Summary of Allegations:** Alleged different treatment in evaluation and pay

**Action Taken:** Could not substantiate allegations

---

**Complainant:** Female Other

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome attention of a sexual nature

**Action Taken:** Dismissal

---

**Complainant:** Female Faculty

**Respondent:** Male Undergraduate

**Summary of Allegations:** Inappropriate verbal behavior

**Action Taken:** Education

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Repeated unwelcome conduct of a sexual nature

**Action Taken:** Termination

---

**Complainant:** Unknown

**Respondent:** Male Supervisor

**Summary of Allegations:** Anonymous allegation of favoritism

**Action Taken:** Allegation could not be substantiated

---

# 2008 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Male Graduate student

**Respondent:** Female Undergraduate

**Summary of Allegations:** Unwelcome personal attention

**Action Taken:** Advice and complainant elected to handle the matter himself

---

**Complainant:** Female Other

**Respondent:** Male Faculty

**Summary of Allegations:** Consensual relationship

**Action Taken:** Unable to confirm a violation of policy

---

**Complainant:** Female Staff

**Respondent:** Male Supervisor

**Summary of Allegations:** Inappropriate verbal behavior

**Action Taken:** Education

---

**Complainant:** Male Staff

**Respondent:** Female Supervisor

**Summary of Allegations:** Consensual relationship

**Action Taken:** Warning and education

---

**Complainant:** Male Graduate student

**Respondent:** Female Other

**Summary of Allegations:** Unwelcome calls and texts

**Action Taken:** Advice and complainant elected to handle the matter himself

---

**Complainant:** Female Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Unwanted attention and sexual innuendos

**Action Taken:** Complainant handled the matter herself

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome comments

**Action Taken:** Warning and education

---

**Complainant:** Female Healthcare Staff

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Inappropriate verbal comments

**Action Taken:** Warning and education

---

**Complainant:** Female Healthcare Staff

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Unwelcome verbal conduct

**Action Taken:** Education

---

**Complainant:** Female Undergraduate

**Respondent:** Male Undergraduate

**Summary of Allegations:** Unwelcome physical behavior

**Action Taken:** Warning and education

---

# 2008 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Male Healthcare Staff

**Respondent:** Female Healthcare Staff

**Summary of Allegations:** Unwelcome communication

**Action Taken:** Respondent resigned

---

**Complainant:** Female Staff

**Respondent:** Male Faculty

**Summary of Allegations:** Harassment

**Action Taken:** Unable to substantiate

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome verbal behavior

**Action Taken:** Education

---

**Complainant:** Female Healthcare Staff

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Unwelcome verbal and physical behavior

**Action Taken:** Termination

---

**Complainant:** Female Healthcare Staff

**Respondent:** Male Faculty

**Summary of Allegations:** Unwelcome attention, bullying, retaliation

**Action Taken:** Advice

---

**Complainant:** Female Faculty

**Respondent:** Male Other

**Summary of Allegations:** Unwelcome comments with sexual overtones

**Action Taken:** Conduct did not violate policy

---

**Complainant:** Male Healthcare Staff

**Respondent:** Male Other

**Summary of Allegations:** Unwelcome physical behavior

**Action Taken:** Education and warning

---

**Complainant:** Female Undergraduate

**Respondent:** Female Undergraduate

**Summary of Allegations:** Unwelcome physical behavior

**Action Taken:** Warning

---

**Complainant:** Unknown

**Respondent:** Male Supervisor

**Summary of Allegations:** Inappropriate verbal and visual behavior and unwelcome attention

**Action Taken:** Education

---

**Complainant:** Female Undergraduate

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome verbal behavior

**Action Taken:** Written warning

---

# 2008 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Graduate student

**Respondent:** Male Faculty

**Summary of Allegations:** Unwelcome personal attention

**Action Taken:** Advice and complainant elected to handle herself

---

**Complainant:** Female Staff

**Respondent:** Male Staff

**Summary of Allegations:** Unwelcome flirting

**Action Taken:** Warning and education.

---

**Complainant:** Female Staff

**Respondent:** Female Supervisor

**Summary of Allegations:** Bullying

**Action Taken:** Advice and referral

---

**Complainant:** Female Staff

**Respondent:** Male Faculty

**Summary of Allegations:** Unwelcome verbal and written behavior

**Action Taken:** Advice

---

**Complainant:** Female Graduate student

**Respondent:** Male Faculty

**Summary of Allegations:** Unwelcome verbal and physical behavior

**Action Taken:** Advice

---

**Complainant:** Female Staff

**Respondent:** Male Faculty

**Summary of Allegations:** Unwelcome sexual conduct

**Action Taken:** Dismissal

---

**Complainant:** Female Undergraduate

**Respondent:** Male Faculty

**Summary of Allegations:** Inappropriate online behavior

**Action Taken:** Advice

---

**Complainant:** Male Undergraduate

**Respondent:** Male Other

**Summary of Allegations:** Gender preference for female applicants

**Action Taken:** Corrected the conduct

---

**Complainant:** Female Post-doc

**Respondent:** Male Post-doc

**Summary of Allegations:** Unwelcome attention, email

**Action Taken:** Education and warning

---

**Complainant:** Female Other

**Respondent:** Male Faculty

**Summary of Allegations:** Vulgar epithet

**Action Taken:** Warning and education

---

# 2008 SEXUAL HARASSMENT ANNUAL REPORT

**Complainant:** Female Healthcare Staff

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Concern about contact with a prior respondent

**Action Taken:** Adjusted work schedule

---

**Complainant:** Female Healthcare Staff

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Inappropriate online and visual behavior

**Action Taken:** Warning and education

---

**Complainant:** Female Graduate student

**Respondent:** Male Lecturer

**Summary of Allegations:** Inappropriate touching

**Action Taken:** Warning

---

**Complainant:** Female Potential Student

**Respondent:** Male Undergraduate

**Summary of Allegations:** Unwelcome online behavior

**Action Taken:** Education

---

**Complainant:** Female Healthcare Staff

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Inappropriate verbal and physical behavior

**Action Taken:** Education

---

**Complainant:** Undergraduate

**Respondent:** Female Staff

**Summary of Allegations:** Sharing too much personal information.

**Action Taken:** Education

---

**Complainant:** Female Healthcare Staff

**Respondent:** Male Healthcare Staff

**Summary of Allegations:** Inappropriate physical behavior

**Action Taken:** Education

---

**Complainant:** Female Staff

**Respondent:** Male Supervisor

**Summary of Allegations:** Alleged violation of consensual relations policy

**Action Taken:** One of the parties moved to another area

---

**Complainant:** Female Graduate student

**Respondent:** Male Post-Doc

**Summary of Allegations:** Unwelcome teasing of a sexual nature

**Action Taken:** Complainant elected to handle the matter herself

---